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this, recruiters and CT Staff members must emphasize opportunities in Finance, Logistics, and Security, for instance, and not merely induce individuals to become interested in "Support."

[REDACTED] also raised the issue of "directed assignments" for CT's, saying he foresees the time fairly soon when a combination of factors, including particularly the reduced length of the CT Program, will make it necessary to be more arbitrary in selecting the Directorate with which a CT is to be identified. He also foresees the time when we may end up with some trainees who are not accepted by any of the Directorates. This hasn't happened yet but obviously can. He suggests turning such individuals over to the Director of Personnel for assignment or, alternatively, dividing them arbitrarily among the Directorates on an agreed basis. Mr. Bannerman commented that this is a problem we can face if and when it arises.

5. Impact of Adjustments on Recruitment Efforts

With respect to the proposed cut in next spring's class from [REDACTED] [REDACTED] it was agreed this will be handled so as not to affect the momentum of the CT recruitment effort. Tougher selection standards will simply be applied to those in the March class. An increase in emphasis on specialists will, however, have a definite impact on recruitment, particularly if a concerted effort is made to assure that specified numbers of each future class are picked on the basis of their career interest in the various Support specialties as well as other specialized fields such as economics (for ORR), the physical sciences (for DD/S&T), auditing functions (for the IG), and so forth.

6. CT Promotion Policy

The recent reduction in the length of the CT Program necessarily requires an adjustment in the present CT promotion policy. [] agreed to work up a revised policy and present it for approval by 15 November after appropriate coordination has been accomplished. It is expected that the policy will call for one automatic promotion at the end of about seven months for those CT's who entered the Program at the GS-7, -8, and -9 level, with the expectation of a second promotion by their receiving components after another specified interval. Individuals who enter the Program at the GS-10 level and higher should also be able to receive one automatic promotion through arrangements agreed in advance with the receiving component.

Assistant Executive Officer to the
Deputy Director for Support

Att: Memo:dtd 15 Sept 67 to D/TR

fr C/CTP, subj: as above

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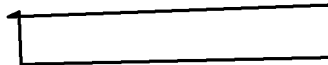
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d. We will work out with Directorates arrangements whereby they may become acquainted to some extent prior to graduation with the CI's they are expected to accept by transfer.

e. If managed attrition proves to be insufficient to accommodate the problem of numbers, then we will make formal request for approval to carry over during the last quarter some part or all of the Spring graduates. We will watch the situation carefully as it develops and will report regularly.



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Attachment

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